

Becky L. Omdahl & Janie M. Harden Fritz

Problematic Relationships In The Workplace

William F. Eadie

Problematic Relationships In The Workplace:

Problematic Relationships in the Workplace Janie M. Harden Fritz, Becky Lynn Omdahl, 2006 Understanding and minimizing problematic relationships in the workplace are goals shared by those who work in and lead organizations as well as those who study organizations. This volume explores troublesome behaviors and patterns that shape relationships e.g. hostility bullying incivility and ostracism presents insights gained from in depth work on contexts and frameworks and addresses the potential to restore these relationships to greater wellbeing Written by leading experts on problematic relationships in the workplace this volume combines scholarship with applications that will be valuable in any organization The new contributions in this second volume of this title extend the first volume s work by exploring cutting edge and *Problematic Relationships in the Workplace: Uncovering the complex roles behind the* emerging issues in the field "difficult" co-worker Becky Lynn Omdahl, 2006 V 1 This seminal work on relationships in the workplace explores how problematic workplace relationships are conceptualized the ways in which they impact people and explores the recommended approaches to increasing health and wellness in organizations Scholars from rhetorical social scientific constructivist and critical perspectives offer a rich array of analyses and original studies of value to other scholars advanced Workplace Communication for the 21st Century Jason S. Wrench Ph.D., 2013-01-09 students and practitioners Written in clear non technical language this book explains how employees and employers can maximize internal and external organizational communication for both personal benefit and to the entity as a whole Workplace Communication for the 21st Century Tools and Strategies That Impact the Bottom Line explains and simplifies what organizational communication scholars have learned presenting this knowledge so that it can be easily applied to generate tangible benefits to employees and employers as they face everyday challenges in the real world This two volume work discusses internal organizational and external organizational communication separately first explaining how communication functions within the confines of a modern organization then addressing how organizations interact with various stakeholders such as customers clients and regulatory agencies The expert contributors provide a thorough and insightful view on organizational communication and supply a range of strategies that will be useful to practitioners and academics alike **Philosophy of Communication Ethics** Ronald C. Arnett, Patricia Arneson, 2014-10-08 Philosophy of Communication Ethics is a unique and timely contribution to the study of communication ethics This series of essays articulates unequivocally the intimate connection between philosophy of communication and communication ethics This scholarly volume assumes that there is a multiplicity of communication ethics What distinguishes one communication ethic from another is the philosophy of communication in which a particular ethic is grounded Philosophy of communication is the core ingredient for understanding the importance of and the difference between and among communication ethics. The position assumed by this collection is consistent with Alasdair MacIntyre's insights on ethics In A Short History of Ethics he begins with one principal assertion philosophy is

subversive If one cannot think philosophically one cannot question taken for granted assumptions In the case of communication ethics to fail to think philosophically is to miss the bias prejudice and assumptions that constitute a given communication ethic **Human Relationships** Steve Duck, 2007-02-26 The Fourth Edition of this highly successful textbook provides a unique and comprehensive introduction to the study and understanding of human relationships Fresh insights from family studies developmental psychology occupational and organizational psychology also combine to bring new perspectives to this thorough survey of the field Thoroughly updated with new chapters on relating difficulty small media technology and relationships and practical applications the Fourth Edition offers a fully up to date and authoritative review of The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott, Laurie Lewis, 2017-03-06 The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association Problematic Relationships in the Workplace Janie M. Harden Fritz, Becky Lynn Omdahl, 2012 This volume explores troublesome behaviors and patterns that shape relationships presents insights gained from in depth work on contexts and frameworks e g telework bureaucracies cultural dimensions and tokenism from a feminist perspective and addresses the potential to restore these relationships to greater wellbeing resilience positive communication civility and forgiveness Why People Stay Angela Spranger, 2018-08-06 Why People Stay is the result of a doctoral study that revealed participants sense of commitment to the organization to the team to the mission or to something else This was in spite of numerous experiences of antisocial workplace behavior or AWB reported by each participant The incidents reported included perceptions of disrespect and subtle discourtesy appropriation of credit for work not performed deliberate poor work performance racial harassment abusive language abusive supervision bullying and threats of violence to other demeaning behaviors Over 70 unique instances were reported in all by just 11 participants over the course of some 30 hours of interviews Yet they all stayed in their workplace Why And what does this

choice suggest about employee engagement in toxic workplaces or work groups This book explores these questions and more and sounds an alarm to executives and culture monitors that the root cause of your human capital losses is that your people do not feel seen safe and valued and you can change that It looks at organizational commitment and organizational engagement in an environment where it can be difficult to remain authentically committed in the presence of AWB The participants in this study were queried as to just why they stayed under such conditions. The aim of this book is to share their surprising results This positive book about negative experiences is essential reading for executives HR and organizational development professionals as well as students at both postgraduate and undergraduate levels **Communication** Terry A. Kinney, Maili Pörhölä, 2009 This is an interdisciplinary resource guide for scholars researchers graduate students and advanced undergraduates who study aspects of communication and relationships It brings together essays by an array of scholars currently working in the areas of anti and pro social communication to examine the theories methodologies and applied issues that define communication research broadly Each chapter focuses on a different aspect of communication examining how and why it affects our perceptions relationships health and social behavior Problem Intervention in the Workplace Paul M. Roman, 1990-07-24 Since the 1950s social scientists have devoted serious attention to the relationship between alcohol and the workplace In recent years awareness of the tremendous costs both human and financial associated with alcoholism has led to a dramatic increase in both scholarly and practical interest in the field Although researchers working in this area are relatively few they have sustained a lively interest in the alcohol work nexus and have attracted others to the field through conferences where ideas and research strategies are exchanged The larger part of Alcohol Problem Intervention in the Workplace provides an up to date thorough examination of the problem the research and the possible solutions. This volume is directed toward both practitioners and researchers providing a wide range of new data and new ideas that bear upon coping with alcohol problems in the workplace Part I addresses issues regarding the distribution and correlates of alcohol problems and alcohol use among employees Part II is centered on issues associated with Employee Assistance Programs And Part III is a general conclusion and overview offering suggestions and implications for the practitioner in the workplace Because this collection supplies the most current thinking and information on controlling alcohol problems in the workplace it will be of particular interest to human resource management and to employee assistance specialists who are now required to pass a certification examination Friends and Enemies in Organizations R. Morrison, S. Wright, 2009-09-29 An exploration into the ways in which friendships isolation and enemy ships influence and affect our experience of work The theme of the research volume is Alienation to Suffocation canvassing issues from loneliness and isolation through to the positive aspects of a friendly workplace Encyclopedia of Human Relationships Harry T. Reis, 2009-03-25 This encyclopedia provides a structure to understand the essential rudiments of human behaviour and interpersonal relationships Multigenerational Communication in Organizations Michael G.

Strawser, Stephanie A. Smith, Bridget Rubenking, 2021-05-10 Multigenerational Communication in Organizations explores generational differences in the changing workplace from a communication perspective Starting from the reality that a workplace can contain up to five different generations these chapters examine topics like generational perceptions on the job search process organizational culture organizational identification organizational crises the dark side of workplace communication remote working and future challenges Outlines of best practices and suggestions for application are provided based on the most recent data and corresponding literature The authors also develop a data forward understanding of Generation Z in context This book is ideal for both scholars and practitioners in organizational communication and management as well as for workplace managers and supervisors

A Research Agenda for Organizational Ethics Jen Jones, 2023-10-06 Drawing on the philosophy of existentialism this thought provoking Research Agenda questions and encourages deeper ethical thinking about organizational practices during this time of existential crisis Rather than relying on prescriptive normative ethical theories it advocates for ethical concerns to be addressed through intersubjective encounters

Origins, Traditions, and Trends of Organizational Communication Anne M. Nicotera, 2025-09-30 The second edition of Origins Traditions and Trends of Organizational Communication provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field's history and development to the present this edition is framed by the recent anti-racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field's literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor's manual with key discussion questions and suggested activities Access the support materials at www routledge com 9781032775388 Alcohol at Work Mr Clive Tobutt, 2012-09-28 In the European Union many individuals will partake in drinking a little wine with their lunch or dinner to aid their enjoyment of the meal or as an appetizer for food Alcohol is also a drug of dependence Some individuals will drink too much and some of them will become addicted Access to alcohol binge drinking and younger drinkers can lead to unsafe workplaces absenteeism fraud and criminal behaviour Alcohol at Work is a definitive guide to the problem exploring its nature and scale and providing a complete range of ideas and techniques to help create a policy in the workplace and develop appropriate and effective measures for monitoring and tackling alcohol abuse The key collective message is solve the problem take the alcohol not the person out of the workplace In the UK alone research puts the cost of alcohol abuse in the workplace at 2 billion a year This is a must have reference for human resource occupational health and risk managers as well as those involved in tackling criminal behaviour such as fraud

and violence at work resulting from alcohol abuse and addiction Destructive Organizational Communication Pamela Lutgen-Sandvik, Beverly Davenport Sypher, 2010-03-17 This volume provides an in depth consideration of destructive communication in organizations including workplace bullying racism stress and harassment It brings together communication scholars from theoretical and applied perspectives to assess current understandings explore ways to integrate theory and practice identify areas for change and outline a research agenda for the coming decade Each chapter examines a specific aspect of destructive organizational communication reviews existing theory and research about that communicative form or ideology suggests fruitful possibilities for application and suggests key areas for further study As such the book opens a dialogue among communication scholars that explores destructive communication in organizations and addresses the following key components the central issues and concerns regarding destructive organizational communication current scholarly contributions to both applied and theoretical understanding of these issues approaches to integrate applied experienced and theoretical conceptual perspectives in ways that inform one another and improve organizational considerations for varied stakeholders and suggestions for a future research agenda for those interested in ameliorating the destructive side of organizational communication Overall the collection provides a basic understanding of the different types of destructive communication in organizations the processes through which these interactions occur the consequences to individuals and organizations and the potential for organizing in more constructive civil ways This volume will be an excellent resource for scholars and researcher studying organizational communication and graduate and advanced undergraduate students in organizational communication It will also resonate with managers dealing with hostile workplaces and organizational members trying to understand their current experiences The book will serve as an excellent textbook for advanced undergraduate and graduate courses in organizational communication Handbook of Research on Organizational Culture and Diversity in the Modern Workforce Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors By creating novel frameworks for organizational behavior effective competitive advantage can be achieved The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments Highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

21st Century Communication: A Reference Handbook William F. Eadie,2009-05-15 Highlights the most important topics issues questions and debates affecting the field of communication in the 21st Century The Psychology of Friendship Mahzad Hojjat,Anne Moyer,2017 Edited by Mahzad Hojjat and Anne Moyer The Psychology of Friendship provides a comprehensive overview of the research on these important relationships which represent one of humanity s

| closest connections This book provides a wealth of information on both the beneficial and detrimental aspects of this important bond in everyone s lives |
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Problematic Relationships In The Workplace Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Problematic Relationships In The Workplace**," written by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we will delve to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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